

Transnational report: comparison employees and employers



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This is the result of a questionnaire administrated to 50 participants from each country from the GEEA partnership: Romania, Greece, Portugal, Italy, Bulgaria and Spain. The issue of the questionnaire is the existing situation with regards to gender equality in society: policy of the public administration, decision makers, teachers, etc.

Synthetically, **GEEA “Gender Equality and Entrepreneurship for All”** is a European supported project that will develop GENDER EQUALITY AND ENTREPRENEURIAL SKILLS in VET as an innovative dual-focused educational method.

SECTION 1. BACKGROUND INFORMATION

The total number of respondents to our questionnaire was 300 participants, specifically, 150 employers and 150 employees. So, the data collected will contribute for a comparison between these positions/ roles.

NUMBER OF RESPONDENTS	
BULGARIA	50
GREECE	50
ITALY	50
PORTUGAL	50
ROMANIA	50
SPAIN	50
TOTAL	300

The sample of respondents is equally distributed by the countries which participated in this partnership and consequently, in this research. So by each country we collected 25 employers' answers and 25 employees' answers to the questionnaire.

AGE

AGE	EMPLOYERS (%)	EMPLOYEES (%)
<18 years	0	8
19 – 30 years	12	32
31-40 years	29	32
41- 50 years	41	23

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51- 60 years	15	8
>60 years	3	5

GENDER	EMPLOYERS (%)	EMPLOYEES (%)
Male	50	30
Female	50	70

The distribution of the sample collected by gender demonstrates that the employers group was constituted by 50% of men and 50% of women. The employees group was mainly constituted by women (70%) and only 30% of men.

PROFESSIONAL EXPERIENCE	EMPLOYERS (%)	EMPLOYEES (%)
1-5 years	4	21
6- 10 years	15	23
11- 15 years	25	26
16- 20 years	30	14
>20 years	25	15

About the item of “professional experience” the data collected appointed to a high concentration of employers is in the gap between 11 and more than 20 years of experience, but in employees group the majority of the sample concentrates in the gap between 1 to 15 years of experience.

SECTION 2. GENDER EQUALITY

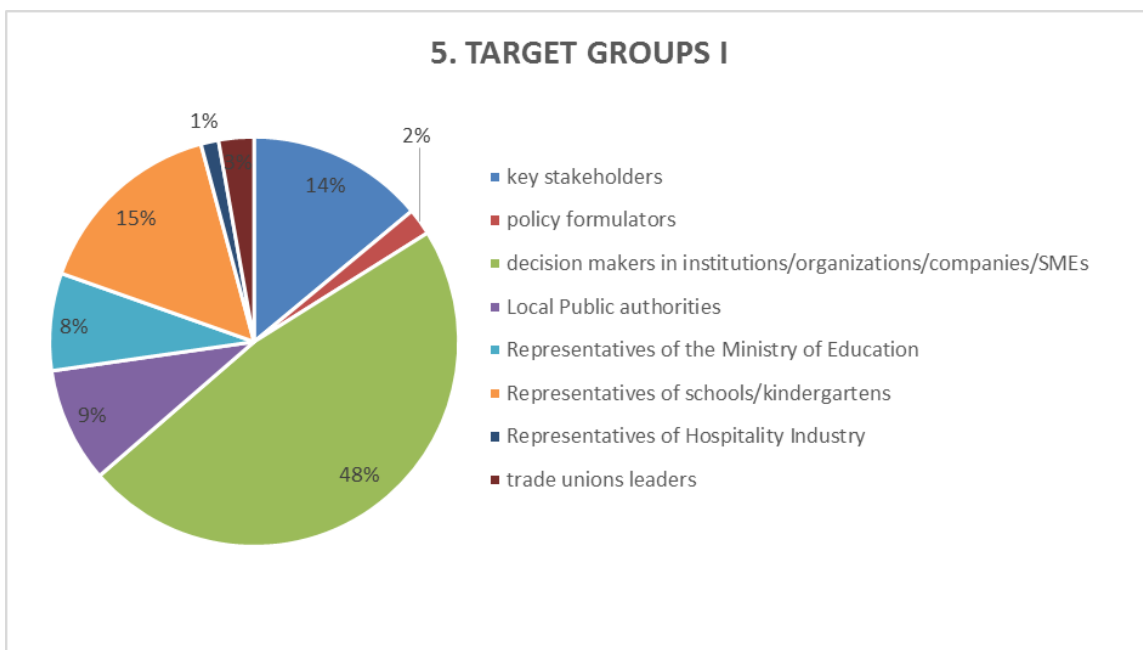
2.1 Definition

Employers define the concept of **Gender Equality** referring that it means both women and men should have the same opportunities to start a new business; to do it everyday tasks should be equally distributed; to occupy freely a labour position if each one have the necessary skills to do that; perform any form of discrimination while hiring a new resource for my company; and some of them suggested this concept is sometimes overexploited by female employees in order to justify their lack of specific skills. It also means equality between women and men, the exclusion of gender discrimination, equity in valorizing the opportunities, equal participation in political, economic, social and cultural life in a society.

Employees suggested that **Gender Equality** is a legally regulated right; it is not a political matter that someone could doubt. But, this does not mean that the real problems and the inequalities that women face have been dealt with. The main reason for the halt of progress towards substantive gender equality and equal opportunities for all are the deeply rooted negative attitudes and stereotypes embedded in all societies.

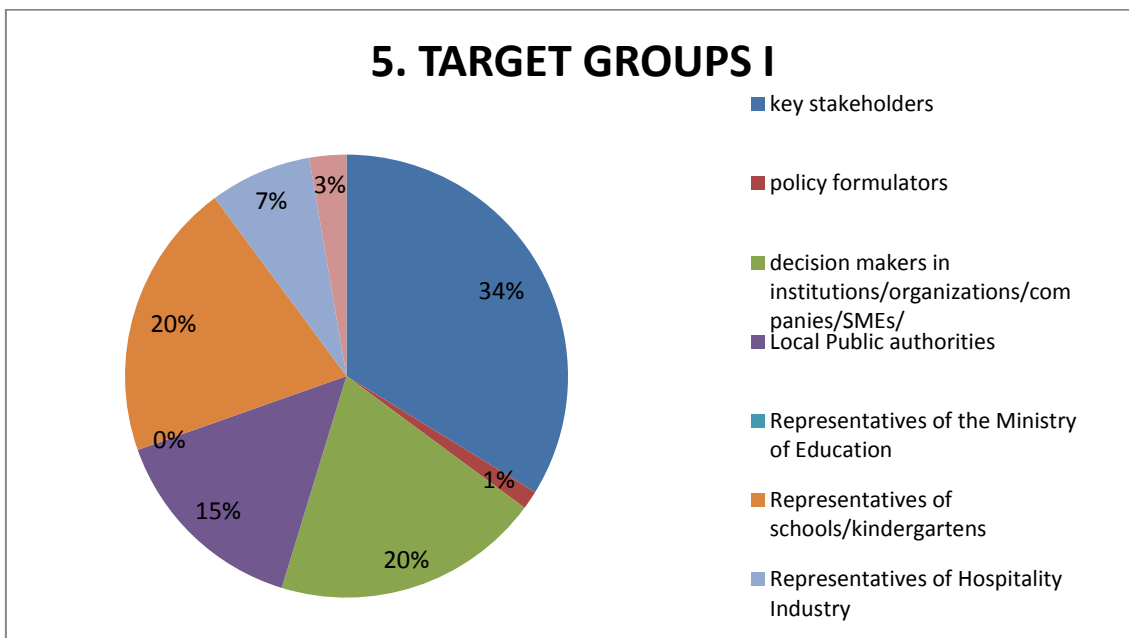
2.2 Categories of the target groups

Employers



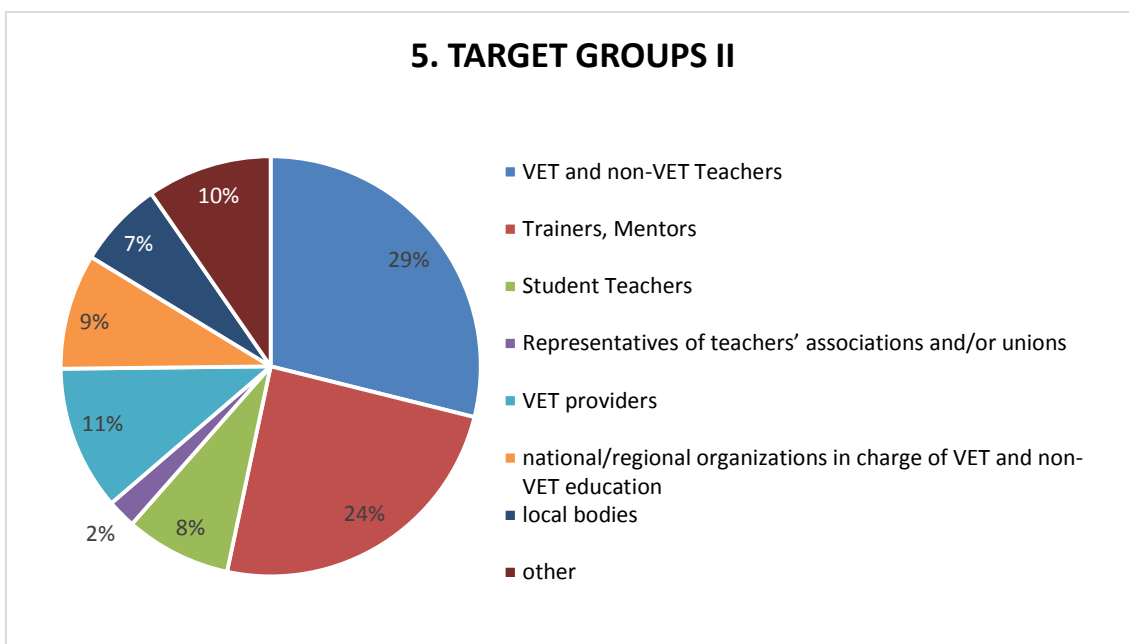
The **employers group** was characterized mainly by decision makers in institutions, representatives of schools and key stakeholders.

Employees



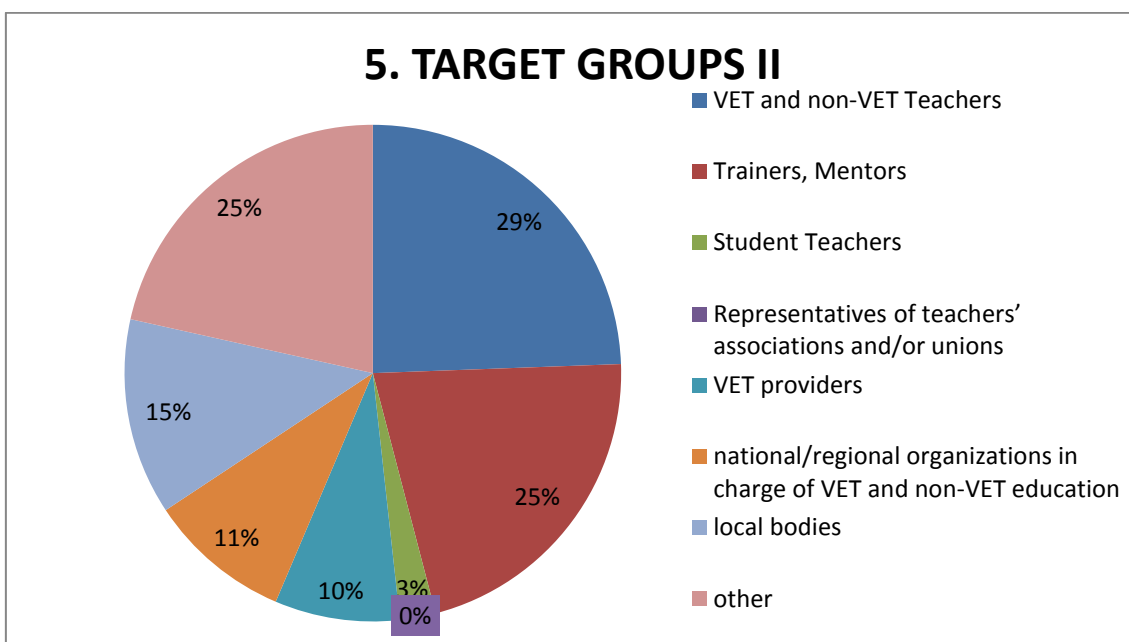
The **employees group** was constituted by key stakeholders, representatives of schools, decision makers in institutions and local public authorities.

Employers



From the **employers** group 29% of respondents were VET (Vocational Educational Teachers) or non-VET and 24% of trainers or mentors.

Employees



In the case of the **employees** group the sample of respondents were mainly VET and non-VET teachers (29 %), Trainers or mentors and from other type of groups.

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2.3 In the institution/administration/organisation where you work is there a recognisable culture of gender equality like proportionality and relevance in: *EMPLOYERS						
	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Promotion	13%	62%	48%	8%	34%	40%
Recruiting	8%	24%	13%	24%	27%	36%
Hiring	21%	0%	15%	4%	0%	0%
Pay	27%	0%	15%	48%	5%	4%
Equitable participation in management	31%	14%	10%	16%	34%	20%

If we analyze the perspective of the **employers** about the culture of gender equality in their companies, we observe that in Bulgaria and Romania there is a valorisation of the equitable participation in management; in Greece, Italy, Spain and also in Romania the promotion it is recognised by the enterprises; in Portugal the payment was appointed as the most relevant of the values in the culture of gender equality within the organization.

2.3 In the institution/administration/organisation where you work is there a recognisable culture of gender equality like proportionality and relevance in: *EMPLOYEES						
	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Promotion	21%	51%	22%	0%	43%	34%
Recruiting	7%	12%	24%	12%	13%	24%
Hiring	23%	15%	5%	4%	13%	10%
Pay	30%	10%	28%	60%	13%	24%
Equitable participation in management	19%	12%	21%	24%	20%	8%

Otherwise the **employees** perspective appointed that in Bulgaria, Italy and Portugal the important value was the payment; in Greece, Romania and Spain the promotion seemed to be the main relevant issue indicated by the respondents of this group.

2.4 Do you think that public authorities must prioritise action to address the most significant gender inequalities and take actions which are likely to deliver the best gender outcomes?

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EMPLOYERS		EMPLOYEES	
Yes	99%	Yes	93%
No	0%	No	1%
I don't know	1%	I don't know	6%

As we can observe in the tables above, both employers' and employees' samples think that public authorities must prioritise the most gender inequalities and develop actions to deliver the best gender outcomes.

2.5 Which of these actions do you consider to be a 'must' for the public authorities and other decision makers and policy formulators *EMPLOYERS						
	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Code of Practice	17%	33%	25%	72%	34%	36%
Gender pay gap	22%	11%	17%	8%	10%	10%
How its policies and practices affect Gender Equality	14%	21%	16%	12%	19%	22%
Address the impact of its current policies	14%	23%	19%	0%	24%	18%
Embed Gender Equality in all activities	34%	12%	23%	8%	13%	13%

For the employers group, the action that all countries considered the most important for the public authorities and other decision makers was the **Code of Practice**, except for Bulgaria that the main action selected by the respondents was to embed the gender equality issue in all activities inside the institutions.

2.5 Which of these actions do you consider to be a 'must' for the public authorities and other decision makers and policy formulators *EMPLOYEES						
	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Code of Practice	21%	25%	19%	44%	29%	28%
Gender pay gap	27%	27%	30%	0%	30%	24%
How its policies and practices affect Gender Equality	25%	13%	13%	0%	9%	13%
Address the impact of its current policies	6%	19%	14%	0%	15%	17%
Embed Gender Equality in all activities	21%	16%	23%	56%	17%	19%

For the **employees** the action consider to be a 'must' for the public authorities and other decision makers and policy formulators was the gender pay gap in countries like Bulgaria, Greece, Italy and Romania. In Portugal the action

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considered most important was to embed Gender Equality issues in all activities of the institutions and in Spain the code of practice it's the most important appointed for these respondents.

2.6 On a scale from 1-5 what do you think would raise awareness of gender biases in society * EMPLOYERS					
Topics	Very Important	Important	Neutral	Not Very Important	Not Important
Promoting gender equality in education	125	19	2	3	0
Changing norms	97	36	9	1	0
Changing culture	126	21	2	0	0
Changing attitudes	115	29	4	1	0
Mainstreaming the gender perspective at all levels of policy	112	27	8	1	0

As we can see in 2.6 table, the changing of culture and promotion of gender equality in education were appointed as very important issues to raise awareness of gender biases in society, from the **employer's** perspective.

2.6 On a scale from 1-5 what do you think would raise awareness of gender biases in society * EMPLOYEES					
Topics	Very Important	Important	Neutral	Not Very Important	Not Important
Promoting gender equality in education	118	27	2	1	0
Changing norms	78	45	23	3	0
Changing culture	114	23	6	0	0
Changing attitudes	109	51	1	3	0
Mainstreaming the gender perspective at all levels of policy	91	39	15	0	1

In the **employees** opinion, the promotion of gender equality; the changing of culture and mainstreaming the gender perspective at all levels of policy were appointed like very important topics to improve awareness of gender biases in society.

SECTION 3. EDUCATION

3.1 Does Gender issue continue to influence individual decisions on? *EMPLOYERS

	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Education	5%	32%	10%	0%	34%	32%
Career paths	33%	23%	26%	32%	26%	23%
Working arrangements	14%	9%	10%	12%	4%	9%
Family	38%	36%	27%	48%	30%	36%
Fertility	10%	0%	28%	8%	6%	0%

Education it's appointed by the literature as a key factor in individuals life decisions and consequently in this problem of gender discrimination.

For the **employers** group, in Bulgaria, Greece, Portugal and Spain the **family** was indicated as the most important factor that influence individual decision about the gender issue. Specifically, in Romania the respondents suggested that **education** influences individual decisions on gender issue. For other side, in Italy the gender issue continue to influence individual decisions mainly on **fertility**.

3.1 Does Gender issue continue to influence individual decisions on? *EMPLOYEES

	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Education	21%	32%	14%	0%	33%	32%
Career paths	19%	50%	26%	48%	37%	50%
Working arrangements	24%	13%	28%	24%	15%	13%
Family	29%	5%	28%	16%	11%	5%
Fertility	7%	0%	3%	12%	4%	0%

In Greece, Portugal, Romania and Spain, the **employees** in majority suggested the career paths as influencing the individual decisions, in gender issue scope. Bulgaria and also Italy appointed the family as an important factor which influence individual decisions about gender issue.

3.2 Gender stereotyping frequently takes place in subtle ways at home, in schools and in society. Are the following situations familiar to you? *EMPLOYERS

	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Primary teachers are mainly women	17%	37%	31%	16%	34%	47%
Secondary teachers, in the sciences, are men	11%	29%	27%	0%	19%	20%
Examples of female nurses and male engineers	17%	8%	10%	24%	19%	18%
Teachers themselves project their beliefs about girls' and boys' abilities	17%	18%	17%	12%	19%	10%
What it means to be a boy or a girl in the society	37%	8%	15%	48%	9%	6%

In the **employers** opinion, the most familiar situation about gender stereotyping was the sentence “primary teachers are mainly women”, in Greece, Italy, Romania and Spain. “What it means to be a boy it or a girl is one of the first lessons in the society/family” it's appointed as the most familiar situation in Bulgaria and Portugal.

3.2 Gender stereotyping frequently takes place in subtle ways at home, in schools and in society. Are the following situations familiar to you? *EMPLOYEES

	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Primary teachers are mainly women	42%	30%	42%	8%	29%	26%
Secondary teachers, in the sciences, are men	0%	32%	8%	12%	17%	23%
Examples of female nurses and male engineers	22%	19%	0%	8%	26%	34%
Teachers themselves project their beliefs about girls' and boys' abilities	8%	5%	31%	0%	17%	2%
What it means to be a boy or a girl in the society	28%	14%	19%	72%	11%	15%

In the **employees** perspective, the respondents from Bulgaria, Italy and Romania suggested that the situation more familiar to them was “primary teachers are mainly women”. In Greece, this group indicated the “Secondary teachers of sciences are men” as the most familiar situation to them about the gender stereotyping issue. Spanish

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respondents referred the “Examples of female nurses and male engineers, in books” as the most familiar situation and Portuguese ones choose “What it means to be a boy or a girl is one of the first lessons in the society/family” as the most familiar situation in the scope.

SECTION 4. EMPLOYMENT

4.1 Are you aware of the causes of pay-gap between women and men? *EMPLOYERS

	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Women underrepresented in the business sector	5%	39%	17%	4%	28%	36%
Women concentrated in health, educational administrative areas of work	18%	22%	27%	40%	25%	24%
Women still bear the brunt of the unpaid but unavoidable domestic tasks	42%	15%	38%	56%	22%	14%
Women underrepresented in decision-making and senior management positions.	26%	15%	15%	0%	22%	36%
Women working part-time	8%	9%	13%	0%	2%	24%

In Greece, Romania and Spain **the employers** emphasized that the main cause for the pay gap between women and men was because women were underrepresented in the business sector. In Bulgaria, Italy and Portugal the most important cause identified for this group was the fact of women still bear the brunt of unpaid domestics tasks, in the familiar context.

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Women concentrated in health, educational administrative areas of work	33%	28%	9%	0%	26%	26%
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unpaid but unavoidable domestic tasks						
Women underrepresented in decision-making and senior management positions.	27%	23%	26%	32%	20%	26%
Women working part-time	7%	11%	11%	16%	3%	13%

In Bulgaria, Greece, Romania and Spain the **employees** referred that one of main causes for gender gap pay it was the fact of women concentrated in health, educational administrative areas of work. In Bulgaria and Portugal this group suggested the cause of it is the fact the women still bear the brunt of the unpaid but unavoidable domestic tasks.

In Italy and also in Romania employees enhanced that the fact of “Women are underrepresented in the business sector” could be appointed as the main cause of gender pay gap between them and men.

4.2 Do you consider that employers are or aren't making it easier for men and women to share domestic and family responsibilities outside the workplace – are women or men who take their parental leave in full seen as uncommitted to their careers and passed over for promotion, for example? * EMPLOYERS

Very satisfactory	Satisfactory	Average	Unsatisfactory	Very unsatisfactory
9%	23%	25%	26%	17%

The **employers** group distributed their answers more frequently for satisfactory, average and unsatisfactory positions about the question of the conciliation between family responsibilities and work ones. A relevant part of the subjects were unsatisfied or even very unsatisfied with this issue, which could mean that will be important to take measures in companies that could allow more flexibility for women and men to conciliate easily the familiar and professional contexts.

4.2 Do you consider that employers are or aren't making it easier for men and women to share domestic and family responsibilities outside the workplace – are women or men who take their parental leave in full seen as uncommitted to their careers and passed over for promotion, for example? * EMPLOYEES

Very satisfactory	Satisfactory	Average	Unsatisfactory	Very unsatisfactory
13%	14%	45%	26%	3%

The **employees** group distributed their answers frequently for the average and unsatisfactory positions, so this could also be an indicator that there is a lot of measures that institutions could implement in order to guarantee a more equality for men and women in conciliation between the familiar and professional fields.

SECTION 5. ENTREPRENEURSHIP

5.1 Despite women's increased participation in the labour market over the past half-century, they remain substantially underrepresented as entrepreneurs. Do you think that there is a clear need to provide more and better information about entrepreneurship as an attractive career option, both for young women in school and for women who are outside the labour force and considering starting work?

EMPLOYERS		EMPLOYEES	
Yes	96%	Yes	93%
No	3%	No	2%
I don't know	1%	I don't know	5%

A massive majority of employers (96%) and of employees (93%) think that there is a clear need to provide more and better information about entrepreneurship as an attractive career option for young women in school or for women who are outside the labour force.

5.2 Which of the unequal treatment of financing requests from men and women entrepreneurs by the regular financial institutions and banks influence the most the financing of women's business?

*EMPLOYERS

	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Women might be charged higher interest rates	0%	0%	7%	0%	0%	0%
They often have shorter credit histories	19%	44%	22%	0%	40%	52%
Less operating capacity and collaterals	16%	15%	24%	4%	20%	7%
Some lenders might charge women more because they have biased expectations	9%	5%	12%	8%	4%	4%
Women are also less likely than men to borrow money to finance their business	56%	37%	34%	88%	36%	37%

Greek, Romanian and Spanish employers appointed as the main influence of unequal treatment of financing requests for men and women the fact of women often have shorter credit histories, so banks don't give that so many benefits in financing purposes.

In Bulgaria, Italy and Portugal the main fact for that unequal treatment suggested was that "women are also less likely than men to borrow money to finance their own business".

**5.2 Which of the unequal treatment of financing requests from men and women entrepreneurs by the regular financial institutions and banks influence the most the financing of women's business?
*EMPLOYEES**

	Bulgaria	Greece	Italy	Portugal	Romania	Spain
Women might be charged higher interest rates	3%	5%	0%	8%	4%	2%
They often have shorter credit histories	16%	39%	21%	0%	36%	43%
Less operating capacity and collaterals	9%	27%	38%	0%	25%	21%
Some lenders might charge women more because they have biased expectations	22%	2%	10%	0%	0%	5%
Women are also less likely than men to borrow money to finance their business	50%	27%	31%	92%	36%	29%

In Bulgaria, Portugal and Romania the less financing opportunities for women were justified for the fact women are also less likely than men to borrow money to finance their business.

In Greece, Romania and Spain it was also referred the influence of the women often have shorter credit histories and that makes the banks less confident in their capacities for paying it.

In Italy the influence referred by the employees was the less operating capacity of women.

5.3 Can you comment whether you agree to have a gender quota which stipulates that women account for at least 30% board members of public limited companies– to be implemented as a rule in your country (40% in Norway, 30% in Germany, France and Spain)?



In **employer's perspective**, the majority of the participants agreed that the aforementioned measure would be helpful if it would be implemented as a rule in each country. Although, some of the participants have some doubts whether this measure will deal with "the heart" of the problem of gender inequalities or it will more like a symbolic measure for the promotion of Gender Equality. Leadership positions but also in administration, in politics and society in general. It is a requirement to have a better representation of women in all sectors as their influence will bring only beneficiaries to the 21st century society.

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In **employee's perspective**, gender quota is an important tool to enhance women' participation in decisional processes within public bodies and an useful way to guarantee an equal presence of women and men within the board of directors of companies and enterprises.